

KEEPING AN EYE ON EMPLOYEE COMPENSATION FOR FISCAL YEAR 2004

BY TROY A. EID
EXECUTIVE DIRECTOR, DPA

As all of you know, the State is constitutionally bound to a balanced budget and is facing a significant budget challenge not only for the rest of the current fiscal year, but also for fiscal year 2004. Governor Owens wisely implemented across-the-board departmental cuts early in this fiscal year, which have helped curtail the impact on state employees and services. The General Assembly has recently passed a package of bills to deal with the remainder of this year's shortfall. SB-197, which changes the pay date, has been passed by both the Senate and House and is soon expected to go to the Governor for his signature.

Unfortunately, it looks as though even more must be done to close next year's gap. The General Assembly's Joint Budget Committee (JBC) has had to make many difficult decisions to try and close next year's gap, including the recommendation not to fund performance-based pay awards. On February 10, the JBC unanimously voted to recommend delaying next year's salary increases for eight months until March 2004. It is important to understand, however, that the JBC and the General Assembly have just begun initial discussions on how to most effectively deal with next year's shortfall.

Does this definitively mean that the salary portion of the annual compensation survey will be delayed until March? Not necessarily. Several things could happen between now and when a final decision is made. Last year, the JBC had similar discussions, but still suggested \$72 million of increased employee compensation for FY '03, including 4% increase in funding for benefits. Salary increases could be delayed until March, could be longer or may not happen at all. It is important, however, to enact recommended increases for at least one month so that they are calculated into the following year's base.

Whatever the JBC recommends must be approved by the entire General Assembly. The General Assembly has voted twice in recent times - FY '90 and FY '94 - to delay salary increases, and with the magnitude of the challenge for FY '04 delaying salary increases is a real likelihood. The JBC did discuss permanently delaying salary increases and doing away with the salary survey altogether. While both of these options are possibilities, I do not believe that either is likely.

House Speaker Lola Spradley's (R - Beulah) proposed total compensation legislation, HB-1316, will likely affect the discussion of employee compensation and the ultimate outcome for FY '04. This legislation addresses the disparity in the funding processes for the three main components of employee compensation - salaries, the state contribution to benefits programs and performance-based pay awards - by making increases to all three tied to the annual compensation survey.

What I have found in speaking directly with thousands of state employees and with legislators alike is that there is strong support for the credibility of the statutorily required annual compensation survey and survey process. By tying these three components to the annual survey, we improve the integrity of the funding process, can help close the significant lag in funding for benefits, continue our move toward a performance-driven workforce and ensure that the State remains competitive as an employer. Regardless of what happens this year, without this change we will continue to fall behind.

Contrary to what some may have heard, the proposed total compensation legislation in no way affects current leave policies or the state personnel director's authority with regard to leave policies.

DPA is committed to system changes that will continue to benefit the workforce as a whole. We are also committed to keeping all of you informed about legislative decisions that may affect your compensation or your work environment. I will continue to keep you updated on the legislative session. Thank you for what you do for the state.

Editor's Note: Fiscal Year 2004 begins July 1, 2003

ALSO IN THIS ISSUE:

- ▶ LEADERSHIP CHANGES, P. 2
- ▶ EMPLOYEE OF THE MONTH, P. 3
- ▶ SO PREDICTABLE, P. 6

LINDA SUMMERS APPOINTED DIVISION DIRECTOR OF CENTRAL SERVICES

Linda Summers, a 27-year veteran of DPA, has been named Director of our Division of Central Services, with responsibility for the Capitol Complex, State Fleet, Printing, Mail, Imaging and many other mission-critical business functions.



Linda Summers

Linda most recently served as the division's Deputy Director under Rick Malinowski. Rick has spent the last year running two divisions, Central Services and Information Technologies, for a single salary. He will now focus full-time on the latter, where he brings tremendous leadership to a division that has already benefited enormously from his talent and dedication.

Linda excels at everything she does because of her tireless commitment to DPA's 3Cs: Customers, Credibility and Communications. Her willingness to serve in this new role, at this time of budget challenge, is welcome news for all of our customers.



Scott Madsen

Likewise, we are fortunate that Scott Madsen, currently State Fleet Manager, will take over Linda Summer's position as Deputy Director of Central Services. In this capacity, Scott will retain his duties as Fleet Manager for the time being, and will also oversee the operations of the Integrated Document Factory and the Document Solutions Group. Scott has already earned accolades for

strengthening our Fleet Program and setting the highest standards for ethics and professionalism.

Finally, another DPA star, Bill Taylor, has been named Associate Director of Central Services. In this role, Bill — who already has established a reputation as one of the best young "go to" leaders in state government — will have the added responsibilities of overseeing the Administrative Unit. Bill will also assist with the transition of a new Fleet Manager.



Bill Taylor

CHANGES AT ADMINISTRATIVE HEARINGS

In an effort to further streamline the organization and to provide better service, Mike Williams, Director of the Division of Administrative Hearings (DOAH), was named Chief Judge, effective March 1. Marshall Snider will now serve as the Deputy Chief Judge, assisted by Supervising Judge Bruce Friend.

This more efficient management structure results in a reduction of overhead costs and an increase in available judge time. In addition, another supervising judge position could be abolished, reducing overhead costs.

Despite budget challenges, DOAH has consistently managed a heavy caseload without delays, has energetically pursued settlement of cases to reduce time and cost to litigants, and has operated at the highest professional and ethical standards.



Pictured from left to right: Senior Judge Edwin Felter, Jr., Chief Judge Michael Williams, and Deputy Chief Judge Marshall Snider.

March Employee of the Month Monica Rahman

Monica was a key player in finalizing the statewide price agreements for natural gas suppliers, thus saving the State a great deal of money.

Up until now, many agencies have not been getting competitive prices from gas suppliers. Additionally, since they are not required to do so by fiscal rule, they have not been issuing commitment documents for the procurement of these services. The new price agreements provide a process for state agencies (as well as such as local governments) to approach pre-qualified vendors on an as-needed basis to determine who can best satisfy their gas needs at a competitive price. There is flexibility in the agreement for agencies to seek quotes based on whichever time period and plan will work best for them. Protection is also provided to the State because agencies can use the attachments to the price agreements that include an industry-accepted agreement and Transaction Confirmation Form, both of which have been amended for use in accordance with the recommendations of the Attorney General's Office.

A solicitation and resulting price agreement for natural gas has been discussed for 10 years and, according to those who are familiar with the history, there were at least three previous unsuccessful attempts on the part of the State to pursue this goal. When the State Procurement Office issued the RFP on behalf of the Gas Committee, (comprised of representatives from State Buildings & Real Estate Program, Office of Energy Management and Conservation, State Controller's Office, Department of Human Services and Department of Corrections) this was a momentous first step. When the gas vendors, who are not normally



Richard Pennington was on hand to award Monica with her certificate.

accustomed to playing by someone else's rules, agreed to the terms of the price agreement and attachments, this was a very positive reflection on Monica. With the publication of the price agreements, we can now safely say that this fourth and latest attempt to do a natural gas price agreement is a success, due in no small part to Monica's efforts. This award is a real testament to Monica's creativity and commitment to her customers.

This month's other nominees were: Rowena Chenoweth of DOAH for undertaking a comprehensive cross-training program to allow her to perform additional duties after a transfer to the Western Slope; Laura Blake of the EO for taking initiative and volunteering for additional duties; Gene Kollar and Walt Sanchez with DoIT for conducting a successful Magstar Tape System upgrade; Cristina Valencia of DHR for assuming the role of team leader for the DHR group that helped compose the language for the Total Compensation legislation; Raquel Valdez of DCS for her willingness to assist a co-worker with a difficult task.

PERSONNEL CHANGES

Promotions:

William Taylor, DCS, GPV
Scott Madsen, DCS, Management
Linda Summers, DCS, Management

Mark Your Calendars Now for the Annual Governor's STAR Awards Luncheon

THURSDAY, MAY 8TH
ADAMS MARK HOTEL
DOWNTOWN DENVER
11:00AM - 1:00PM
ADMISSION IS \$35

REGISTER ON-LINE AT WWW.STATE.CO.US/DPA/

LETTERS

Dear Linda (Summers):

Since you are the new Director, I wanted to call your attention to Lenora Lancaster.

I have been associated with the State of Colorado since October 2001, when I assumed the position of Travel Manager for the University of Colorado. Lenora Lancaster, State Travel Coordinator, has been one of my valuable resources since that first month. Lenora is unfailingly polite, knowledgeable, competent, and always follows through.

Two specific examples come to mind. The Group Event System (GES) card was a new product to the University and there was some confusion about the account set-ups and the monthly billing statements. Lenora invited me to her office, and we spent several hours in phone conversations with Shirley Retta at Diners Club. Lenora then showed me examples of the statements, and corrected billing address and contact names and account number roll-ups. I left her office with my problems solved and a greater understanding of the GES card processes.

The second example is more recent. In an effort to clean up the Diners cardholder listings for the University (about 6000 cards), I asked Lenora if Diners could sort a report by cardholder name and Social Security number. Then we could interface it with the employee roster here. Lenora volunteered to create that listing on her own time. She also was security conscious in not wanting to email it to me. Instead, she recorded it on a CD and was planning to deliver it in person.

In my opinion, and in the opinions of several other higher education travel managers, Lenora is the reason we are able to do our jobs efficiently and in a timely manner. She is certainly a credit to the Department of Personnel & Administration!

Sincerely,

Vicki McCafferty
Travel Accounting Manager, UCHSC

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Dear Rick (Malinowski),

As tenants of the State Human Services Building, my staff frequently contacts your office concerning problems in the building at 1575 Sherman Street. Despite good planning and regularly scheduled preventative maintenance we realize that problems will occur and equipment will fail. It

is the timely response to such failures that really matters to us, as tenants.

On Sunday, November 24, 2002, we were notified that a flush valve stuck on the 9th floor of the Human Services Building. As a result, we had significant damage to our telecommunication closets. We wanted you to know that we were pleased with the Capitol Complex staff for their immediate response to the situation. In particular, we want to thank Frank Lombardi for notifying us prior to the next business day. Please note that Frank was in Grand Junction at the time of the incident. Frank's foresight allowed our Information Technology staff to start the recovery process early, minimizing the impact to our employees.

Since Mr. Lombardi was appointed manager, there has been a significant improvement in the rapport that we have established with your staff. We sincerely appreciate Frank's efforts and look forward to continuing a great business relationship.

Sincerely,

Patrick Horton, Manager
Officer of Operations
Colorado Department of Human Services

KUDOS

Joe Jiron, Alice Quintana, Ray Martinez, and Ray Groves of Capitol Complex received a thank you note from Lt. Governor Jane Norton for their help in setting up her new office at the Capitol.

Jill Elggren of Central Services complimented **Perry Madison** and **Georgia Stansbury** of the Human Resources Unit on doing a "wonderful job" in providing workers' compensation training for supervisors in her division.

Troy recognized the DFP Field Accounting Services Team (FAST) for terrific customer service ratings in January. **Dave Grier, Dianne Stump, Linda Bradley, Robert Haberkorn, Roger Cusworth, and Dottie Relaford** received the highest ratings from customers in the past six years.

The Department of Human Services thanked **Katrina Baker** and **Sandy Rarick** of the DFP Central Accounting Operations Section (CAOS), for helping them correct an accounting error and avoid late charges.

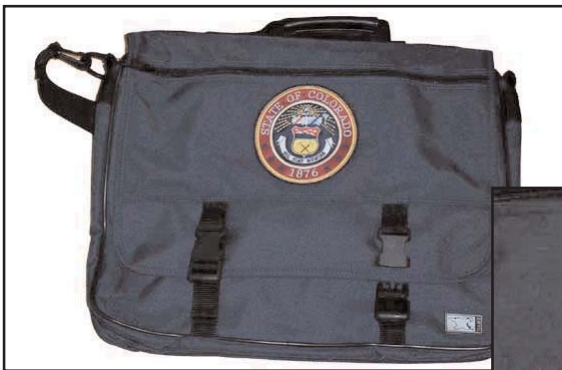
STATE GEAR IS HERE!

The DPA Employee Council is selling state gear. We have t-shirts, polo shirts, sweatshirts, long sleeve denim shirts, jackets, hats, and flexible briefcases. The gear is reasonably priced and all proceeds go to help pay for employee activities such as the summer picnics. We place orders on the 15th of each month.

For further information, check out the website at: www.state.co.us/dpa/edo/empcouncil/gear.htm or contact your Employee Council Representative.



T- Shirt with silk-screened State of Colorado Seal
Price: \$10
Available colors are: Maroon, Light Oxford & Khaki.



Flexible Brief Cases with Embroidered
State of Colorado Seal
Price: \$30
Available colors are:
Navy and Black



Caps with embroidered State of Colorado seal
on the front.
Price: \$10.00ea
Available color is Navy w/ Gold Lettering

WE NEED YOUR BOOKS!

The Employee Council is holding a used book sale and we need you to donate your unwanted books. If you have books to donate, please contact your Representative (check the roster on page five) or call Julie Postlethwait at 303-866-6095 and she will make arrangements to collect them. Please bring in your books soon, so they can be organized for the sale.

The downtown sale will be held in April at 1313 Sherman Street, in room 220, between the hours of 11:00 and 4:00.

The North Campus sale will be held on April 9, at 1001 E. 62nd Ave., in the Conference Room, between the hours of 11:00 and 4:00

**Please donate your unwanted books soon
and then come to the sale and pick up a few new ones.**

All proceeds go to support the employee appreciation efforts of your DPA Employee Council.

SO PREDICTABLE

By Paul Farley

I was going through one of the *many* boxes that crowd my basement the other day when I came across a book that I got (I will *not* admit to buying it) over 30 years ago. I could only speculate about why I had it to begin with, but if you had seen my basement you would certainly understand why I still have it.

The book, published in 1968, is called *Criswell Predicts Your Future From Now to the Year 2000!* Charles Jerome Criswell Konig was born August 18, 1907, and began as a newsreader at a local Los Angeles TV station in the 1950's. One day, he ran out of news to read, and having a few minutes to fill before the end of the show, made a few "predictions" about what might happen in the next days' news. When one of his forecasts came true, he became "Criswell the Incredible." and moved to his own local TV show, where he would walk on camera wearing a sequin tuxedo and speculate about future events.

In 1959 he was featured in the science fiction epic *Plan 9 From Outer Space*, generally regarded as the worst film ever made (I realize there is a lot of competition for this dubious honor). Just to give you a small taste, Bela Lugosi (the original *Dracula*), was cast in one of the leading roles, but died just before production got underway. So they got the producer's wife's chiropractor to take over, holding his cape in front of his face throughout the entire movie. It goes downhill from there.

Criswell's big break came in March 1963 when he predicted that "President Kennedy will not run for reelection in 1964 because of something that will happen to him in November 1963." In January 1968 he predicted that a prominent civil rights leader would be assassinated later that year. Whether Criswell was merely lucky, or had some special insight, no one can say. What *can* be said is that in trying to capitalize on his notoriety afterwards, he set a new standard of inaccuracy rarely attained by even the most ambitious supermarket tabloid.

In this book of a little less than 100 pages, Criswell makes a wide range of fanciful predictions, every one of which is wrong. But what sets him apart from every other fakir, fraud, and phony is that so many of his predictions are *wildly* wrong. Stupendously wrong. Brobdingnagianly wrong. Which makes them all the more entertaining. Examples include:

- The assassination of Fidel Castro on August 9, 1970.
- The withdrawal of all coins from circulation in 1975.
- The draining of Lake Michigan for needed land in 1978.

- The relocation of our national capitol from Washington, D.C. to Wichita, Kansas by 1983. (I am *not* making this up)(although apparently Criswell did).
- The destruction of London, England by a meteorite on October 18, 1988.
- The first Interplanetary Convention, held in Las Vegas with delegates from the Moon, Mars, Venus, and Neptune on March 10, 1990.

But wait – it gets better (or worse, depending on how you look at it). Criswell predicted that on June 9, 1989, Denver would be destroyed by a "mysterious force from outer space." He foresaw that people "will find themselves enveloped in a jelly-like substance that was once brick, concrete, steel and lumber. They will be unable to escape for it will be impossible to cut through or tear this substance fleeing people will find themselves mired in roadways and hardly able to move." Eventually, Denver "will become a dead city and will never again be reborn."

Now, I admit that I was living in New Mexico at the time, but I would have thought it would have been reported there (I understand that now they even have cable!) In any event, I just don't recall this happening.

Well, you might be saying to yourself, this is pretty bad – but a man with Criswell's aspirations could not be content with simply wiping out a few major cities. No, he also predicted that the world would end on August 18, 1999, with the appearance of a black rainbow, "a magnetic

disturbance in our atmosphere, set about by change in gravitational pulls throughout the universe." And this rainbow "will encircle the planet Earth and it will be seen from every vantage point on the face of the earth for at night it will glow with an iridescent light and during the day it will be a black streak across our sky; a rainbow; a jet-black rainbow; an ebony rainbow; a black rainbow which will signify the coming suffocation of our world. This black rainbow will seemingly bring about, through some mysterious force beyond our comprehension, a lack of oxygen. It will draw the oxygen from our atmosphere, as a huge snake encircling the world and feeding upon the oxygen which we need to exist. ... It

is through this that we will be so weakened that when the final end arrives, we will go silently, we will go gasping for breath, and then there will be only silence on the earth."

If you missed it, it might be because, like me, you slept in that day. And did you notice that Criswell predicted that the world would end on his birthday? I am reminded of the time a couple of years ago when someone asked Dionne Warwick, who had just come off a colossal financial disaster resulting from involvement with the now defunct Psychic Friends Network, "Why didn't you see that coming?"

